

**IN THE UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF FLORIDA**

ANTHONY BAYAD,

Plaintiff,

v.

LUCENT TECHNOLOGIES, INC.,
LEWIS KASLOW, MIKE REED,
RONALD LAURINO, ANTHONY
SAVASTANO and JOAN GROHE

Defendants.

CASE NO. 97-6671-CIV-ROETTGER
Magistrate Judge Seltzer

**DECLARATION OF AMADO NAVAS IN SUPPORT OF PLAINTIFF'S
RESPONSE TO THE DEFENSE'S MOTION FOR
FINAL SUMMARY JUDGEMENT**

I, AMADO NAVAS, declare as follows:

1. I have personal knowledge of the facts set forth herein.
2. I, AMADO NAVAS witnesses the fact that Anthony Bayad while employed at Lucent by his own initiative and because of his expertise with the Bay Networks product line, volunteered to share his knowledge, by teaching numerous classes in the Largo facility; these classes were offered to the Technicians as well as the Sales Force in charge of selling Maintenance to Lucent's Customers.

3. I AMADO NAVAS, witnessed Tony Savastano, then the General Manager in charge of the Largo Facility demoting Anthony Bayad both in my presence, and in the presence of Mr. Bayad and for no reason. Savastano then asked that I, Amado Navas take over the position of team lead, which I felt forced to take in order not to miss the opportunity to help our organization. Savastano's tactic was aimed at keeping both Mr. Anthony Bayad and I, Amado Navas stuck down in the lower ranks while he was planning to promote Bruce Brewer a white employee trusted by Savastano, to a position higher ranking than that of both minority employees Amado Navas, and Anthony Bayad.
4. I, AMADO NAVAS, witnessed that Mr. Anthony Bayad requested a meeting with Amado Navas, Carl Wiese and Anthony Savastano to complain about Savastano's and Carl Wiese's treatment towards Anthony Bayad because of his race, national origin the color of his skin and/or religion. The meeting took place in Tony Savastano's office in the presence of Carl Wiese and Amado Navas. Anthony Bayad was contacted via telephone and placed on the speaker phone, so Anthony Bayad was able to hear everyone in the room, as well as everyone in the room was able to hear Anthony Bayad. After the meeting had started, Anthony Bayad made this statement: **"DO YOU HAVE A PROBLEM WITH PEOPLE WITH AN ACCENT LIKE ME??", "WHY CAN JOHN WHITE** (White employee under Carl Wiese who had just gotten a significant promotion) **FLY HIGH, LIKE AN EAGLE AND I CAN'T??, "WHY IS IT THAT I HAVE TO PROVE MYSELF EVERYDAY TO YOU AND TONY"** Carl Wiese immediately shouted: **"SHUT UP!!" "STOP TALKING ABOUT MY PEOPLE!!"**.
5. I, AMADO NAVAS in my capacity as the Operations Manager of the Bay Networks Router Support group in the Largo Center, granted permission to Anthony Bayad to purchase two Airline tickets for his parents to fly from Morocco to the US. I AMADO NAVAS, suggested to Anthony Bayad to purchased the Airline tickets through the Lucent Technologies travel department.
6. I, AMADO NAVAS, in my capacity as the Operations Manager in charge also of the Ft. Lauderdale Bay Networks Support Office gave direct orders to Anthony Bayad to purchase using his Lucent Corporate American Express Card, office supplies as well as other miscellaneous items, destined to be used in the same Ft. Lauderdale Bay Networks Support Office. I explained to my employee Anthony Bayad, that we could not wait the six months or more time frame given to us by the

purchasing department if we were going to meet the date promised to Vice President Jeffrey Akers as the date when the Ft. Lauderdale Office would be in full operation.

I also mentioned to Anthony Bayad that my boss Tony Savastano gave me instructions to "DO WHAT YOU HAVE TO DO!!., BUT GET THAT OFFICE UP AND RUNNING AS SOON AS POSSIBLE!!!"

I, AMADO NAVAS, declare that the foregoing is true and correct.

Executed on July 21, 1999.



Amado Navas
Amado Navas

The above known to me, and signed before me — July 21, 1999

Notary Public

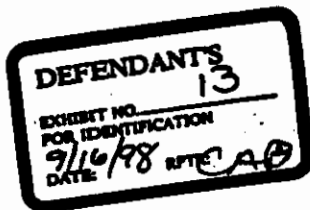
Orson I. Skorr



FROM: MIKE REED
TO: Bay, BBREWER
DATE: 1/24/97 12:25am
SUBJECT: It's done!

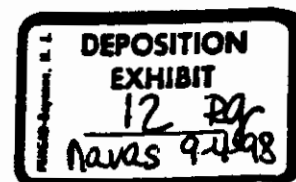
Bruce, I need your help we need to stop these damned foreingners they think they can come over to my country and first of all take our jobs, then be our bosses. Anthony Bayad needs to be stopped or before you know it he will be running this company. He is nothing but a sand nigger or a dirty arab or somethig like that. I think that with your help, we can make him look bad in the eyes of upper management, so we can finally get rid of him and his spick boss, once and for all.

Tony already has a plan Scott Boda will get certified in the near future, and two other people they told to get certified, we can finally get rid of them. Even if they are right in saying most people in this company company don't like to work hard, and all they do is play games they should not come in and make waves.
Mike Reed



From: AMADO NAVAS
To: VSTANDLEY
Date: 1/21/97 2:13pm
Subject: Come see me please

Vic,
Please come see me about the job in Lauderdale
Amado



Mail Envelope Info: (32E5123E.C65 : 9 : 50783)

Subject: It's done!
Creation Date: 1/21/97 2:00pm
From: MIKE REED

Created By: LARGO1.NPSC:MREED

Recipients
Post Office Largol.displ
 DGARCIA CC

Post Office Largol.disp2
 BHAELE
 GCAMPAU
 MLUSZCZ
 RBOND

Post Office Largol.npsc
 ABAYAD
 ANAVAS
 BBREWER
 DWATTS
 JPLEASANT
 JSTALZER
 MKEANE (MARGARET KEANE)
 MREED (MIKE REED)

Domain Post Office
 Largol.displ
 Largol.disp2
 Largol.npsc

Route
 Largol.displ
 Largol.disp2
 Largol.npsc

File	Size	Date & Time
MESSAGE	819	01/21/97 02:00pm

Options
Expiration Date: None
Priority: Normal
Reply Requested: No
Return Notification:: None

Concealed Subject: No
Security: Normal